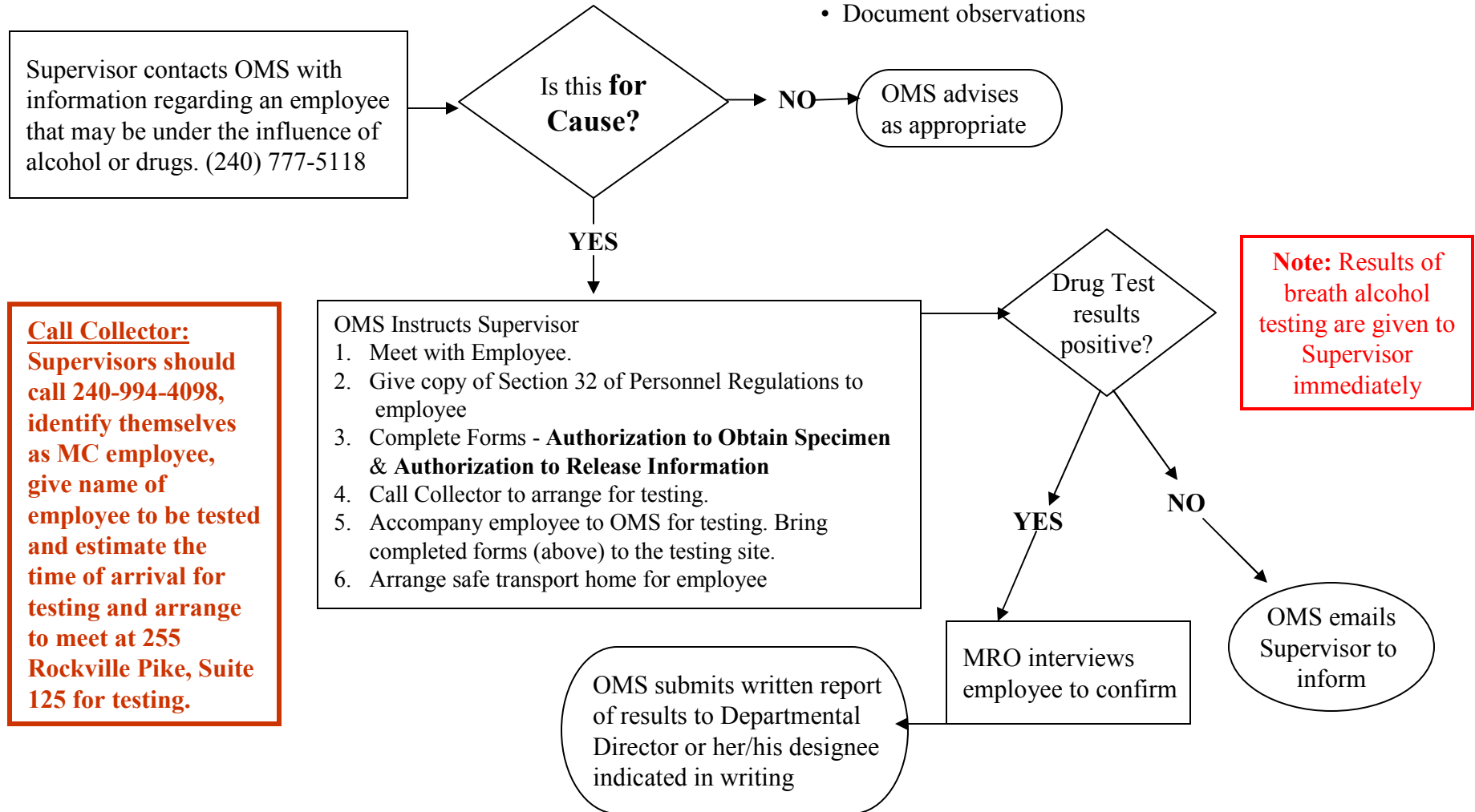


**Montgomery County Government
Occupational Medical Services
“For Cause” Drug/Alcohol Testing -Non-DOT**

Prior to calling OMS, Supervisors must:

- Observe employee directly. Observations must be articulable (specific and clear) and contemporaneous (in real time).
- Confer with another supervisor if available.
- Document observations



Note: Once the employee is allowed to leave the workplace, testing cannot be done.